

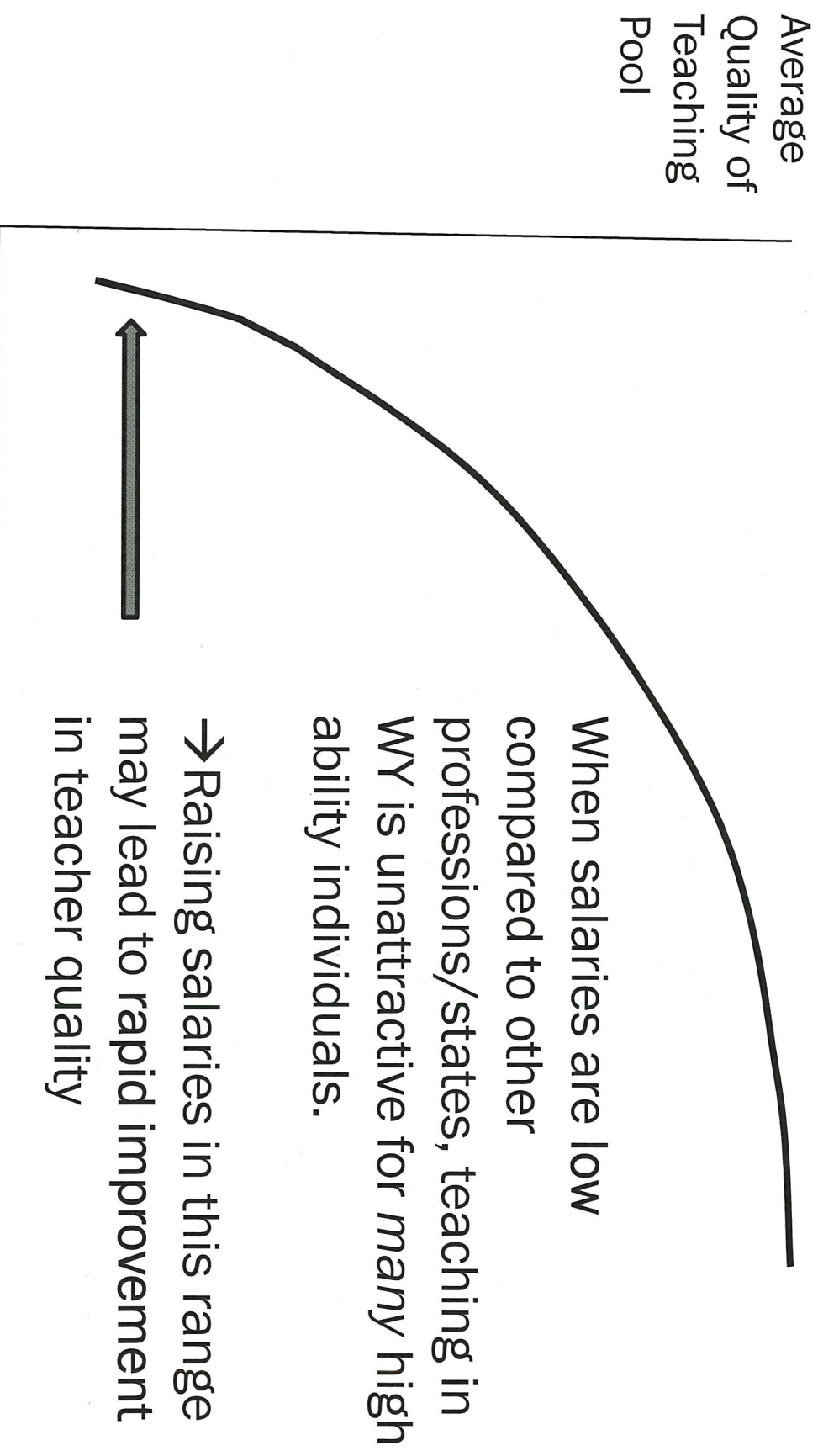
INDICATORS OF COST PRESSURES FOR TEACHING SALARIES IN WYOMING

**DR. CHRISTIANA STODDARD
OCTOBER 24, 2013
REPORT TO JOINT EDUCATION
COMMITTEE**

COST PRESSURES MATTER BECAUSE THEY AFFECT QUALITY OF TEACHERS

- Individuals decide to teach based on how well teaching matches their skills/interests and on other employment options
- High teaching salaries are competitive with more employment options. Individuals with high salary alternatives likely are high ability.
- However, the relationship between salary and teacher quality is complex.

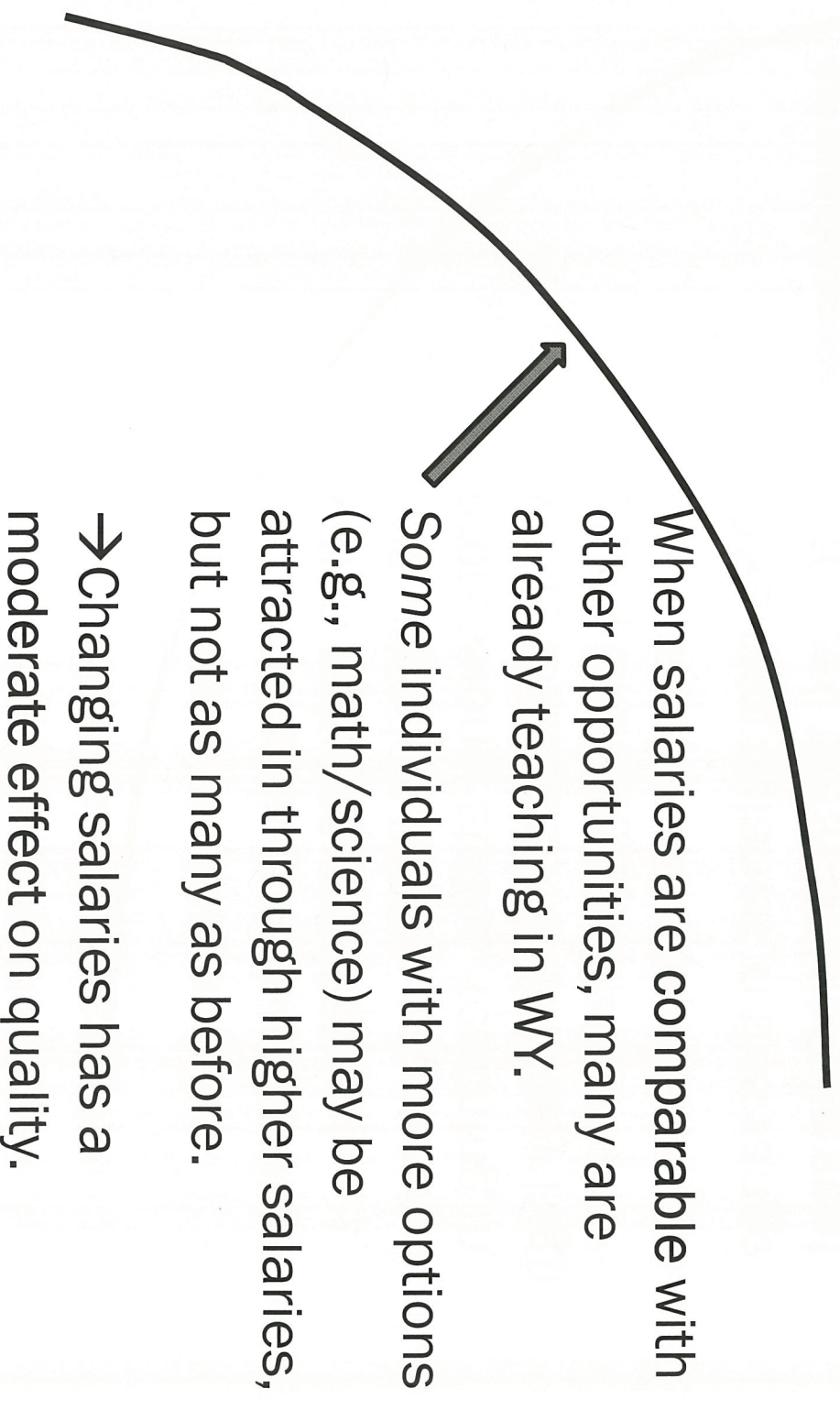
RELATIONSHIP BETWEEN SALARY AND TEACHER QUALITY



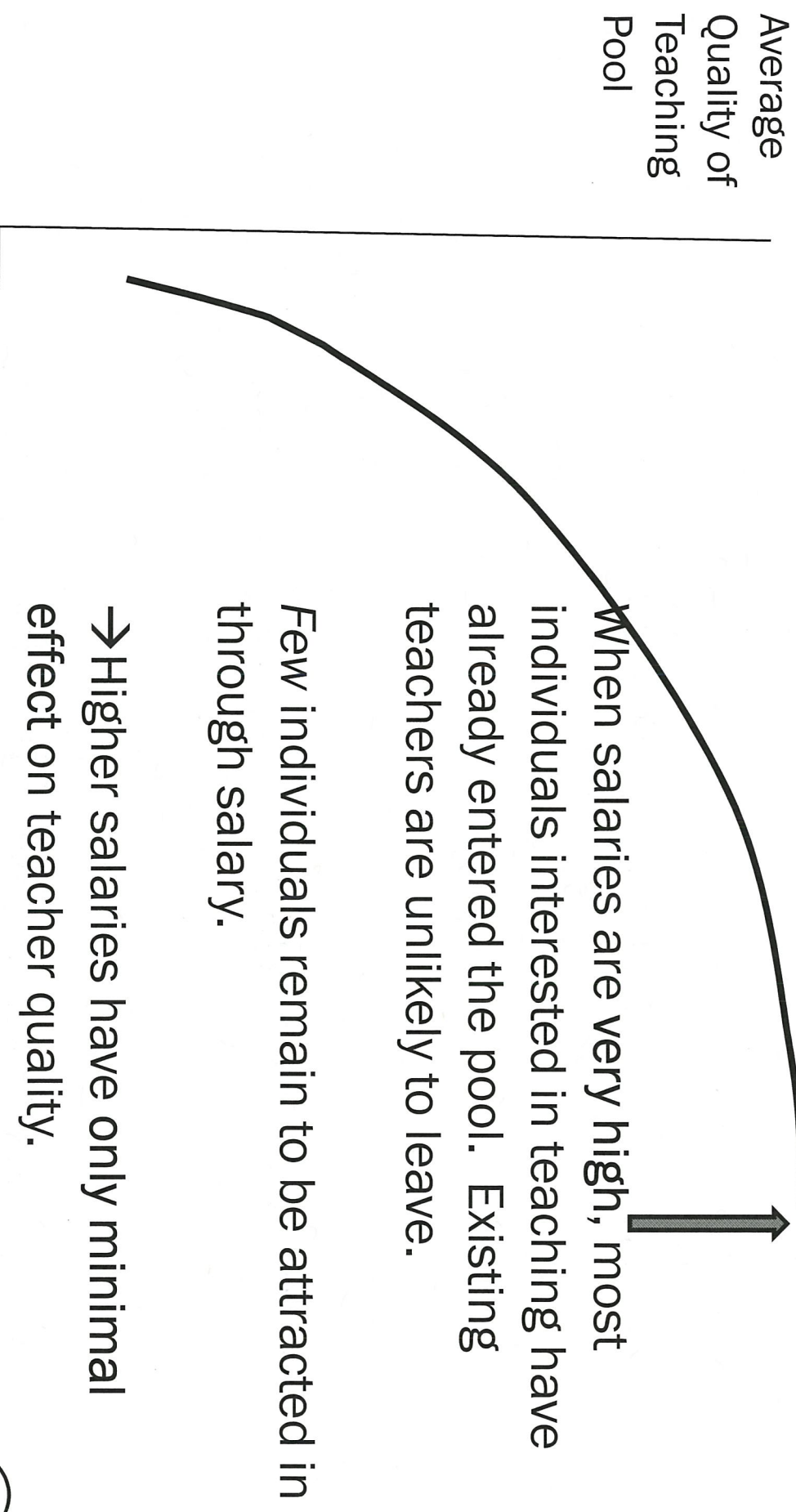
WY Average Teacher Salary

RELATIONSHIP BETWEEN SALARY AND TEACHER QUALITY

Average
Quality of
Teaching
Pool



RELATIONSHIP BETWEEN SALARY AND TEACHER QUALITY



SOURCES OF COST PRESSURE: DEMOGRAPHIC INDICATORS

Cost pressures are combination of how many people are interested in teaching and how many teachers districts need to hire.

With few openings and many applicants districts can be more selective in hiring
→ cost pressures are lower

OVERVIEW OF COST PRESSURE INDICATORS

Sources of Cost Pressure:

- Labor market changes in teaching in other states
- Labor market changes in other professions in WY
- Demographic changes for student enrollment
- Demographic changes for retirement rates

Outcomes of Cost Pressure:

- Difficulties Retaining Quality Teachers
- Difficulties Recruiting Quality Teachers

